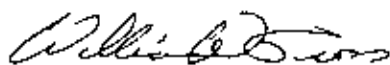


REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1999-0415
Revision No.: 1
Date of Last Revision: 05/24/2000

States: Michigan, Ohio

Area: Michigan Counties of Ingham, Kalamazoo, Kent, Marquette
Ohio County of Hamilton

Employed on U.S. Marshal contracts for court security services.

Collective Bargaining Agreement between Akal Security Services and United Government Security Officers of America, Local # 137 and Western Michigan Court Security Officers of America effective October 1, 1999 through September 30, 2003.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

WMI

Collective Bargaining Agreement
Between
AKAL SECURITY, INCORPORATED
and the

Western Michigan Court Security Officers

6th Judicial Circuit

October 1, 1999 - September 30, 2003

PREAMBLE

THIS AGREEMENT is made and entered into on September 1, 1999, by and between AKAL SECURITY, INCORPORATED, a New Mexico corporation, and its successors, hereinafter referred to as the "Employer" or "Company," and the duly elected Organization of the employees, hereinafter referred to as the "Association". All non-economic provisions of this contract shall be in effect as of September 1, 1999. The Health and Welfare provision will be effective as of October 1, 1999. All economic provisions of this contract shall be in effect as of October 1, 1999, including but not limited to compensation and fringe benefits.

ARTICLE 1

GENERAL PROVISIONS

SECTION 1.1 RECOGNITION-BARGAINING UNIT

- A. The Employer hereby recognizes the Association as the sole and exclusive bargaining agent for the purpose of collective bargaining as outlined in this Agreement, with respect to wages, hours, overtime, leaves of absence, uniform allowances and any and all other conditions of employment for all full-time and regular shared position United States Marshals Service (USMS) credentialed Court Security Officers (CSOs), and Lead Court Security officers (LCSOs) assigned to the federal courthouses and other United States Justice Department related office buildings pursuant to the Employer's contract(s) with the USMS for security within the jurisdictional boundaries of Western District of Michigan, excluding all managers, supervisors as defined by the NLRB, office and/or clerical Employees, temporarily assigned Employees and substitute Employees and all other Employees of the Employer.
- B. The term "Employee" when used in this Agreement shall refer to the Employees in the bargaining unit described in this Agreement.

SECTION 1.2 NEGOTIATING COMMITTEE

The Company agrees to recognize a Negotiating Committee composed of up to three members and one alternate selected by the Association to represent the Employees in collective bargaining negotiations.

SECTION 1.3 INTENT OF PARTIES

The Association and the Company agree to work sincerely and wholeheartedly to the end that the provisions of this Agreement will be applied and interpreted fairly, conscientiously, and in the best interest of efficient security operations. The Association and the Company agree that they will use their best efforts to cause the Bargaining Unit Employees, individually and collectively,

to perform and render loyal and efficient work and services on behalf of the Company, and that neither their representatives nor their members will intimidate, coerce or discriminate in any manner against any person in its employ by reason of his/her membership and activity or non-membership or non-activity in the Association. Neither the Company nor the Association will discriminate against any Employee because of race, color, religion, sex, age, national origin, Vietnam Era Veterans status, or disability. The Company and the Association recognize that the objective of providing equal employment opportunities for all people is consistent with Company and Association philosophy, and the parties agree to work sincerely and wholeheartedly toward the accomplishment of this objective.

ARTICLE 2

MANAGEMENT RIGHTS

Except as limited by the specific undertakings expressed in this Agreement, the Company shall continue to have the right to take any action it deems appropriate in the management of its employees and of the business in accordance with its judgement.

ARTICLE 3

WAGES

SECTION 8.1 WAGE SCHEDULE

The base rate of pay for Court Security Officers in **Western District of Michigan** will be:

Location: Grand Rapids		
Year	CSO Wage	Lead CSO Wage
1999 - 2000	17.23	19.13
2000 - 2001	17.75	19.65
2001 - 2002	18.28	20.18
2002 - 2003	18.83	20.73

Location: Kalamazoo and Lansing		
Year	CSO Wage	Lead CSO Wage
1999 - 2000	17.23	18.90
2000 - 2001	17.75	19.42
2001 - 2002	18.28	19.95
2002 - 2003	18.83	20.50

Location: Marquette		
Year	CSO Wage	Lead CSO Wage
1999 - 2000	15.14	16.61
2000 - 2001	15.60	17.07
2001 - 2002	16.06	17.53
2002 - 2003	16.54	18.01

SECTION 8.2 PAYDAY

Payday for all hourly Employees will be after 11 a.m. on Friday following the two (2) week pay period ending on Saturday, subject to change by mutual agreement.

ARTICLE 4

HOLIDAYS

SECTION 9.1. HOLIDAYS DEFINED

Whenever the term "holiday" is used, it shall mean: New Year's Day, President's Day, Martin Luther King Jr.'s Birthday, Good Friday (Grand Rapids, Kalamazoo and Lansing only), Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day.

ARTICLE 5

VACATIONS

SECTION 5.1 ELIGIBLE FULL-TIME EMPLOYEES

Eligible full-time Employees shall be entitled to annual vacation pay, based on their continuous years of service with the Employer at their individual hourly rate at the time payment is made in accordance with the following schedule:

Upon completion of one (1) year of service:	80	hours
Upon completion of five (5) years of service:	120	hours
Upon completion of fifteen (15) years of service:	160	hours
Upon completion of fifteen (25) years of service:	200	hours

SECTION 5.1a ELIGIBLE SHARED POSITION EMPLOYEES

Eligible shared position Employees shall be entitled to prorated vacation pay at their individual hourly rate based on the number of hours worked in the previous year based on the employee's anniversary date.

Article 6

SECTION 6 PERSONAL LEAVE

- A. Each full-time seniority Employee shall be eligible to use a maximum of three (3) days of personal leave per 12-month Government contract year worked. Employees who begin employment after the inception of the contract year will be eligible to use a prorated amount of personal leave.
- B. A total of eight (8) hours of personal days shall be used in not less than two (2) hour increments, the remaining personal days shall be used in no less than four(4) hour increments and shall be paid when taken by the Employee as approved in advance in writing by the Lead CSO, Site Supervisor or Contract Manager.
- C. Shared position Employees will receive one-half the full-time personal leave per full contract year worked. At the end of the contract year, any shared position Employee who worked more than half the full-time hours (1,040 hours) will receive additional prorated personal leave based upon the number of actual hours Employee worked during that contract year.
- D. Unused personal days shall not be cumulative from year to year. Any unused, earned personal leave pay will be paid to Employee at the end of the contract year.
- E. Upon termination of employment, Employee will be paid at their individual hourly rate for any unused, earned personal leave, based upon the number of complete calendar months Employee worked during that contract year.
- F. Personal leave (and vacation) days may be used to cover absences caused by illness. Any Employee who is unable to report to work because of illness must notify the Employer at least two (2) hours prior to the beginning of their regular shift in order to be eligible for paid personal leave benefits. Disciplinary action may result from excessive and/or unapproved absenteeism.

ARTICLE 7

HEALTH, WELFARE AND UNIFORM ALLOWANCES

SECTION 7.1 PAYMENTS

A. For the period starting April 1, 1999 to September 30, 1999, the Health and Welfare payments are to be deposited into the employee's 401K plan.

B. Effective October 1, 1999, the Employer agrees to make health and welfare payments in cash to Employees on all hours paid up to forty (40) hours per week. Payments of Health and Welfare along with any applicable Social Security and Unemployment taxes and worker's compensation insurance will become the obligation of the Contractor. Paying Health & Welfare in cash increases the cost to the contractor because taxes and insurance costs were not included on Health and Welfare in the price to the USMS. Health and welfare payments will be made in accordance with the following schedule at the hourly rate:

Effective October 1, 1998 through September 30, 1999	\$1.39/hour
Effective October 1, 1999 through September 30, 2000	\$1.64/hour
Effective October 1, 2000 through September 30, 2001	\$1.93/hour
Effective October 1, 2001 through September 30, 2002	\$1.93/hour
Effective October 1, 2002 through September 30, 2003	\$1.93/hour

SECTION 7.2 UNIFORM MAINTENANCE

The Employer will pay the Employee \$.11 per hour worked up to 40 hours per week for uniform maintenance allowance. A shoe allowance of \$95 per contract year will be sent with uniforms annually for the purchase of USMS-required CSO uniform shoes and other work related gear.

SECTION 7.3 PHYSICAL EXAMINATIONS

A. The Employer shall pay for all physical/medical examinations that are required by the Employer at Employer designated clinic(s) or physicians. In those selected areas where there is not a designated clinic or physician, the Employer will provide an allowance to the Employee of up to a maximum of \$50 per examination. Receipts must be furnished by Employee in order to process reimbursement. Employees will be paid a maximum of two (2) hours of straight pay for physical examinations

B. Physical medical exams may be required by operation of the government contract or should the Employer have concerns regarding an Employee's fitness for duty. The Employer may designate the physician or clinic, at its discretion. Employer shall pay

ARTICLE 10

SEPARABILITY OF CONTRACT

In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction or through government regulations or decree, such parties hereto agree to renegotiate such provision or provisions of this Agreement for the purpose of making them conform to the decree or government statutes so long as they shall remain legally effective. It is the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

ARTICLE 11

SERVICE CONTRACT PROCEDURES AND OBLIGATIONS

The parties recognize that they are providing a service to the United States Government who have the responsibility and authority for providing security to the Judicial facilities. In the event a government directive necessitates a deviation from the obligations or procedures contained in this Agreement, the parties will confer with regard to the effects, if any, of the deviation necessitated by the Government's directive with the goal of resolving the deviation.

ARTICLE 12

ENTIRE AGREEMENT

The parties acknowledge that during the negotiation which resulted in the Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and all understandings and agreements reached by the parties are set forth in this Agreement. Therefore, the Company and the Association shall not be obligated to bargain collectively on any matter pertaining to conditions of employment, including but not limited to, rates of pay, wages, hours of work, disciplinary actions, training requirements, etc., during the term of this Agreement except as specifically provided for in other provisions of this Agreement.

ARTICLE 13

DURATION

This Agreement shall be effective upon its execution by both parties and supersedes any and all prior agreements or understandings between the parties. The Agreement shall remain in force until 2400 hours on September 30, 2003, with the provision that should either party desire to terminate this Agreement or any provision thereof, it shall give written notice to the other party of not less than sixty (60) days and not more than one hundred and eighty (180) days prior to the expiration. In the event such notice is given, the existing Agreement may be continued by mutual consent of both parties until an Agreement is reached. This Agreement may also be changed or amended by agreement of both parties.

IN WITNESS WHEREOF, the parties have caused their representatives to sign this Agreement as full acknowledgment of their intention to be bound by the Agreement.

FOR:

FOR:

AKAL SECURITY, INC.

BY: _____

BY: _____

TITLE: _____

TITLE: _____

DATE: _____

DATE: _____

FOR:

FOR:

AKAL SECURITY, INC.

BY: _____

BY: _____

TITLE: _____

TITLE: _____

DATE: _____

DATE: _____

BY: _____

BY: _____

TITLE: _____

TITLE: _____

DATE: _____

DATE: _____

IN WITNESS WHEREOF, the parties have caused their representatives to sign this Agreement as full acknowledgment of their intention to be bound by the Agreement.

FOR: WESTERN MICHIGAN
C.S.O. ASSOCIATION

BY: David E. Diller

TITLE: REPRESENTATIVE

DATE: 8/27/99

FOR: WESTERN MICHIGAN
C.S.O. ASSOCIATION

BY: Amy Beland

TITLE: REPRESENTATIVE

DATE: 8/27/99

BY: Scott K. Kline

TITLE: REPRESENTATIVE

DATE: 8/27/99

Yndra S. Robertson 8-27-99

MEMBER OF THE
WESTERN MICHIGAN
C.S.O. ASSOCIATION

FOR:
AKAL SECURITY, INC.

BY: Ruby Khalsa

TITLE: Director of Human Resources

DATE: Aug 30/99

FOR:
AKAL SECURITY, INC.

BY: _____

TITLE: _____

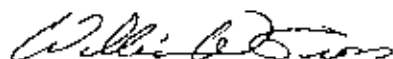
DATE: _____

BY: _____

TITLE: _____

DATE: _____

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2275
Revision No.: 16
Date of Last Revision: 05/31/2001

State: Michigan

Area: Michigan Counties of Bay, Clare, Clinton, Gladwin, Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Midland, Montcalm, Newaygo, Oceana, Osceola, Saginaw, Sanilac, Shiawassee, Tuscola

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.31
Accounting Clerk II	10.44
Accounting Clerk III	12.54
Accounting Clerk IV	15.51
Court Reporter	14.04
Dispatcher, Motor Vehicle	14.04
Document Preparation Clerk	10.82
Duplicating Machine Operator	10.82
Film/Tape Librarian	11.89
General Clerk I	8.35
General Clerk II	9.39
General Clerk III	10.25
General Clerk IV	12.64
Housing Referral Assistant	15.12
Key Entry Operator I	9.68
Key Entry Operator II	10.83
Messenger (Courier)	8.79
Order Clerk I	9.68
Order Clerk II	11.72
Personnel Assistant (Employment) I	10.41
Personnel Assistant (Employment) II	11.58
Personnel Assistant (Employment) III	13.01
Personnel Assistant (Employment) IV	14.57
Production Control Clerk	15.88
Rental Clerk	12.02
Scheduler, Maintenance	12.63
Secretary I	12.63
Secretary II	14.04
Secretary III	15.12
Secretary IV	16.92
Secretary V	18.91
Service Order Dispatcher	11.89

Stenographer I	9.08
Stenographer II	11.89
Supply Technician	16.92
Survey Worker (Interviewer)	14.04
Switchboard Operator-Receptionist	9.72
Test Examiner	14.04
Test Proctor	14.04
Travel Clerk I	9.47
Travel Clerk II	10.27
Travel Clerk III	11.13
Word Processor I	10.44
Word Processor II	12.02
Word Processor III	14.04

Automatic Data Processing Occupations

Computer Data Librarian	14.30
Computer Operator I	11.37
Computer Operator II	13.38
Computer Operator III	14.92
Computer Operator IV	14.96
Computer Operator V	15.41
Computer Programmer I (1)	13.92
Computer Programmer II (1)	16.00
Computer Programmer III (1)	20.18
Computer Programmer IV (1)	22.98
Computer Systems Analyst I (1)	18.80
Computer Systems Analyst II (1)	22.65
Computer Systems Analyst III (1)	27.18
Peripheral Equipment Operator	14.30

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	21.07
Automotive Glass Installer	18.58
Automotive Worker	18.58
Electrician, Automotive	19.18
Mobile Equipment Servicer	17.40
Motor Equipment Metal Mechanic	19.77
Motor Equipment Metal Worker	18.58
Motor Vehicle Mechanic	19.77
Motor Vehicle Mechanic Helper	16.81
Motor Vehicle Upholstery Worker	17.99
Motor Vehicle Wrecker	18.58
Painter, Automotive	19.18
Radiator Repair Specialist	18.58
Tire Repairer	16.81
Transmission Repair Specialist	19.77

Food Preparation and Service Occupations

Baker	12.65
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Cook I	11.90
Cook II	12.65
Dishwasher	10.00
Food Service Worker	10.00
Meat Cutter	14.12
Waiter/Waitress	10.61

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	19.18
Furniture Handler	15.66
Furniture Refinisher	19.18
Furniture Refinisher Helper	16.81
Furniture Repairer, Minor	17.99
Upholsterer	19.18

General Services and Support Occupations

Cleaner, Vehicles	10.00
Elevator Operator	11.50
Gardener	11.90
House Keeping Aid I	9.68
House Keeping Aid II	11.80
Janitor	11.50
Laborer, Grounds Maintenance	10.61
Maid or Houseman	9.46
Pest Controller	12.25
Refuse Collector	10.00
Tractor Operator	11.52
Window Cleaner	12.20

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.17
Licensed Practical Nurse I	11.18
Licensed Practical Nurse II	12.57
Licensed Practical Nurse III	14.08
Medical Assistant	10.25
Medical Laboratory Technician	11.24
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	9.32
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	10.11
Registered Nurse I	14.92
Registered Nurse II	20.92
Registered Nurse II, Specialist	20.92
Registered Nurse III	22.01

Registered Nurse III, Anesthetist	22.01
Registered Nurse IV	26.38

Information and Arts Occupations

Audiovisual Librarian	15.41
Exhibits Specialist I	13.91
Exhibits Specialist II	16.45
Exhibits Specialist III	20.22
Illustrator I	13.91
Illustrator II	16.45
Illustrator III	20.22
Librarian	20.65
Library Technician	14.30
Photographer I	12.12
Photographer II	14.83
Photographer III	17.53
Photographer IV	21.55
Photographer V	24.49

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	8.12
Counter Attendant	8.12
Dry Cleaner	9.59
Finisher, Flatwork, Machine	8.12
Presser, Hand	8.12
Presser, Machine, Drycleaning	8.12
Presser, Machine, Shirts	8.12
Presser, Machine, Wearing Apparel, Laundry	8.12
Sewing Machine Operator	12.01
Tailor	12.36
Washer, Machine	8.74

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	19.18
Tool and Die Maker	21.55

Material Handling and Packing Occupations

Forklift Operator	15.66
Fuel Distribution System Operator	17.40
Material Coordinator	16.58
Material Expediter	16.58
Material Handling Laborer	15.24
Order Filler	15.12
Production Line Worker (Food Processing)	15.66
Shipping Packer	15.66
Shipping/Receiving Clerk	15.66
Stock Clerk (Shelf Stocker; Store Worker II)	15.11
Store Worker I	14.00
Tools and Parts Attendant	15.66

Warehouse Specialist	15.66
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.77
Aircraft Mechanic Helper	16.81
Aircraft Quality Control Inspector	20.36
Aircraft Servicer	17.99
Aircraft Worker	18.58
Appliance Mechanic	19.18
Bicycle Repairer	16.81
Cable Splicer	22.74
Carpenter, Maintenance	19.18
Carpet Layer	18.58
Electrician, Maintenance	19.77
Electronics Technician, Maintenance I	19.48
Electronics Technician, Maintenance II	20.10
Electronics Technician, Maintenance III	20.72
Fabric Worker	17.99
Fire Alarm System Mechanic	19.77
Fire Extinguisher Repairer	17.40
Fuel Distribution System Mechanic	19.77
General Maintenance Worker	18.58
Heating, Refrigeration and Air Conditioning Mechanic	19.77
Heavy Equipment Mechanic	19.77
Heavy Equipment Operator	19.77
Instrument Mechanic	19.77
Laborer	10.59
Locksmith	19.18
Machinery Maintenance Mechanic	19.77
Machinist, Maintenance	19.77
Maintenance Trades Helper	16.81
Millwright	20.12
Office Appliance Repairer	19.18
Painter, Aircraft	22.06
Painter, Maintenance	19.18
Pipefitter, Maintenance	19.77
Plumber, Maintenance	19.18
Pneumatic Systems Mechanic	19.77
Rigger	19.77
Scale Mechanic	18.58
Sheet-Metal Worker, Maintenance	19.77
Small Engine Mechanic	18.58
Telecommunication Mechanic I	19.77
Telecommunication Mechanic II	20.36
Telephone Lineman	19.77
Welder, Combination, Maintenance	19.77
Well Driller	19.77
Woodcraft Worker	19.77
Woodworker	17.40

Miscellaneous Occupations

Animal Caretaker	11.14
Carnival Equipment Operator	11.56
Carnival Equipment Repairer	11.99
Carnival Worker	10.00
Cashier	6.19
Desk Clerk	6.81
Embalmer	17.43
Lifeguard	6.76
Mortician	23.59
Park Attendant (Aide)	8.50
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.60
Recreation Specialist	9.14
Recycling Worker	11.52
Sales Clerk	6.76
School Crossing Guard (Crosswalk Attendant)	10.00
Sport Official	5.88
Survey Party Chief (Chief of Party)	13.69
Surveying Aide	7.12
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.88
Swimming Pool Operator	12.65
Vending Machine Attendant	11.52
Vending Machine Repairer	12.65
Vending Machine Repairer Helper	11.52

Personal Needs Occupations

Child Care Attendant	6.60
Child Care Center Clerk	8.23
Chore Aid	9.46
Homemaker	9.14

Plant and System Operation Occupations

Boiler Tender	20.20
Sewage Plant Operator	19.18
Stationary Engineer	20.20
Ventilation Equipment Tender	16.81
Water Treatment Plant Operator	19.81

Protective Service Occupations

Alarm Monitor	16.39
Corrections Officer	18.58
Court Security Officer	18.58
Detention Officer	18.58
Firefighter	16.83
Guard I	9.67
Guard II	14.59
Police Officer	20.32

Stevedoring/Longshoremen Occupations

Blocker and Bracer	17.36
Hatch Tender	17.36
Line Handler	17.36
Stevedore I	16.78
Stevedore II	17.94

Technical Occupations

Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	11.55
Archeological Technician II	12.92
Archeological Technician III	16.00
Cartographic Technician	16.00
Civil Engineering Technician	16.53
Computer Based Training (CBT) Specialist/ Instructor	18.60
Drafter I	10.87
Drafter II	12.17
Drafter III	14.30
Drafter IV	17.58
Engineering Technician I	11.73
Engineering Technician II	12.26
Engineering Technician III	14.11
Engineering Technician IV	17.26
Engineering Technician V	21.77
Engineering Technician VI	24.79
Environmental Technician	16.00
Flight Simulator/Instructor (Pilot)	22.41
Graphic Artist	18.60
Instructor	18.60
Laboratory Technician	14.19
Mathematical Technician	16.00
Paralegal/Legal Assistant I	15.78
Paralegal/Legal Assistant II	17.66
Paralegal/Legal Assistant III	21.57
Paralegal/Legal Assistant IV	26.14
Photooptics Technician	17.05
Technical Writer	20.75
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	12.97
Weather Observer, Senior (3)	14.42
Weather Observer, Upper Air (3)	12.97

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	14.83
Parking and Lot Attendant	11.31
Shuttle Bus Driver	13.63
Taxi Driver	12.78
Truckdriver, Heavy Truck	15.59
Truckdriver, Light Truck	13.63
Truckdriver, Medium Truck	14.83
Truckdriver, Tractor-Trailer	15.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: ~~\$2.02~~ ^{\$2.15} an hour or ~~\$86.00~~ ^{\$86.00} a week or ~~\$350.43~~ ^{\$372.67} a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance.

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2273
Revision No.: 23
Date of Last Revision: 05/31/2001

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.01
Accounting Clerk II	11.21
Accounting Clerk III	14.40
Accounting Clerk IV	18.41
Court Reporter	15.33
Dispatcher, Motor Vehicle	15.33
Document Preparation Clerk	13.06
Duplicating Machine Operator	13.06
Film/Tape Librarian	13.06
General Clerk I	8.95
General Clerk II	9.95
General Clerk III	13.06
General Clerk IV	13.28
Housing Referral Assistant	16.37
Key Entry Operator I	10.13
Key Entry Operator II	13.06
Messenger (Courier)	11.21
Order Clerk I	10.52
Order Clerk II	14.26
Personnel Assistant (Employment) I	13.41
Personnel Assistant (Employment) II	15.07
Personnel Assistant (Employment) III	17.58
Personnel Assistant (Employment) IV	19.61
Production Control Clerk	16.37
Rental Clerk	13.68
Scheduler, Maintenance	13.68
Secretary I	13.68
Secretary II	15.33
Secretary III	16.37
Secretary IV	18.91
Secretary V	21.33
Service Order Dispatcher	15.02
Stenographer I	13.36

Stenographer II	15.02
Supply Technician	18.91
Survey Worker (Interviewer)	15.33
Switchboard Operator-Receptionist	11.03
Test Examiner	15.33
Test Proctor	15.33
Travel Clerk I	10.50
Travel Clerk II	11.39
Travel Clerk III	12.33
Word Processor I	11.13
Word Processor II	13.71
Word Processor III	18.81

Automatic Data Processing Occupations

Computer Data Librarian	13.07
Computer Operator I	13.07
Computer Operator II	13.60
Computer Operator III	15.94
Computer Operator IV	19.27
Computer Operator V	21.35
Computer Programmer I (1)	17.84
Computer Programmer II (1)	21.34
Computer Programmer III (1)	25.86
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	26.48
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	15.03

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	23.13
Automotive Glass Installer	21.67
Automotive Worker	21.67
Electrician, Automotive	22.41
Mobile Equipment Servicer	20.27
Motor Equipment Metal Mechanic	23.13
Motor Equipment Metal Worker	21.67
Motor Vehicle Mechanic	23.13
Motor Vehicle Mechanic Helper	19.56
Motor Vehicle Upholstery Worker	20.96
Motor Vehicle Wrecker	21.67
Painter, Automotive	22.41
Radiator Repair Specialist	21.67
Tire Repairer	19.58
Transmission Repair Specialist	23.13

Food Preparation and Service Occupations

Baker	14.94
Cook I	13.96

Cook II	14.94
Dishwasher	11.64
Food Service Worker	11.64
Meat Cutter	14.94
Waiter/Waitress	12.36

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	21.31
Furniture Handler	17.09
Furniture Refinisher	21.31
Furniture Refinisher Helper	18.64
Furniture Repairer, Minor	19.98
Upholsterer	21.31

General Services and Support Occupations

Cleaner, Vehicles	11.64
Elevator Operator	12.18
Gardener	15.80
House Keeping Aid I	11.04
House Keeping Aid II	12.18
Janitor	12.18
Laborer, Grounds Maintenance	13.99
Maid or Houseman	11.03
Pest Controller	14.44
Refuse Collector	13.32
Tractor Operator	14.72
Window Cleaner	12.93

Health Occupations

Dental Assistant	12.38
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.27
Licensed Practical Nurse I	12.79
Licensed Practical Nurse II	14.37
Licensed Practical Nurse III	16.08
Medical Assistant	10.70
Medical Laboratory Technician	14.28
Medical Record Clerk	12.03
Medical Record Technician	15.98
Nursing Assistant I	8.27
Nursing Assistant II	9.29
Nursing Assistant III	12.45
Nursing Assistant IV	13.98
Pharmacy Technician	13.35
Phlebotomist	11.39
Registered Nurse I	17.55
Registered Nurse II	21.48
Registered Nurse II, Specialist	22.79
Registered Nurse III	24.67
Registered Nurse III, Anesthetist	24.67

Registered Nurse IV	28.89
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Information and Arts Occupations

Audiovisual Librarian	18.91
Exhibits Specialist I	18.68
Exhibits Specialist II	24.19
Exhibits Specialist III	28.05
Illustrator I	18.68
Illustrator II	24.19
Illustrator III	28.05
Librarian	23.56
Library Technician	13.33
Photographer I	15.57
Photographer II	19.56
Photographer III	25.33
Photographer IV	29.37
Photographer V	33.07

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	8.12
Counter Attendant	8.12
Dry Cleaner	11.03
Finisher, Flatwork, Machine	8.12
Presser, Hand	8.12
Presser, Machine, Drycleaning	8.12
Presser, Machine, Shirts	8.12
Presser, Machine, Wearing Apparel, Laundry	8.12
Sewing Machine Operator	12.01
Tailor	12.98
Washer, Machine	9.09

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	21.58
Tool and Die Maker	25.68

Material Handling and Packing Occupations

Forklift Operator	19.36
Fuel Distribution System Operator	18.80
Material Coordinator	23.53
Material Expediter	23.53
Material Handling Laborer	18.05
Order Filler	12.52
Production Line Worker (Food Processing)	16.52
Shipping Packer	12.94
Shipping/Receiving Clerk	12.94
Stock Clerk (Shelf Stocker; Store Worker II)	15.88
Store Worker I	12.96
Tools and Parts Attendant	19.56
Warehouse Specialist	16.52

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	20.60
Aircraft Mechanic Helper	17.43
Aircraft Quality Control Inspector	23.37
Aircraft Servicer	18.66
Aircraft Worker	19.32
Appliance Mechanic	21.31
Bicycle Repairer	18.66
Cable Splicer	22.81
Carpenter, Maintenance	22.95
Carpet Layer	20.64
Electrician, Maintenance	25.68
Electronics Technician, Maintenance I	15.53
Electronics Technician, Maintenance II	22.34
Electronics Technician, Maintenance III	24.20
Fabric Worker	19.98
Fire Alarm System Mechanic	22.20
Fire Extinguisher Repairer	19.31
Fuel Distribution System Mechanic	22.20
General Maintenance Worker	20.64
Heating, Refrigeration and Air Conditioning Mechanic	22.20
Heavy Equipment Mechanic	22.20
Heavy Equipment Operator	22.20
Instrument Mechanic	22.20
Laborer	13.01
Locksmith	21.31
Machinery Maintenance Mechanic	22.53
Machinist, Maintenance	23.13
Maintenance Trades Helper	18.73
Millwright	24.32
Office Appliance Repairer	21.31
Painter, Aircraft	22.01
Painter, Maintenance	23.68
Pipefitter, Maintenance	29.11
Plumber, Maintenance	24.55
Pneudraulic Systems Mechanic	22.20
Rigger	22.20
Scale Mechanic	20.64
Sheet-Metal Worker, Maintenance	23.68
Small Engine Mechanic	20.64
Telecommunication Mechanic I	23.69
Telecommunication Mechanic II	24.39
Telephone Lineman	22.20
Welder, Combination, Maintenance	23.68
Well Driller	22.20
Woodcraft Worker	22.20
Woodworker	19.31

Miscellaneous Occupations

Animal Carelaker	12.98
Carnival Equipment Operator	13.47
Carnival Equipment Repairer	13.95
Carnival Worker	11.64
Cashier	8.36
Desk Clerk	9.42
Embalmer	20.83
Lifeguard	9.47
Mortician	22.71
Park Attendant (Aide)	11.90
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.03
Recreation Specialist	13.05
Recycling Worker	15.41
Sales Clerk	9.65
School Crossing Guard (Crosswalk Attendant)	11.64
Sport Official	8.39
Survey Party Chief (Chief of Party)	16.99
Surveying Aide	8.83
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.52
Swimming Pool Operator	14.94
Vending Machine Attendant	11.06
Vending Machine Repairer	13.90
Vending Machine Repairer Helper	11.06

Personal Needs Occupations

Child Care Attendant	9.42
Child Care Center Clerk	13.52
Chore Aid	11.03
Homemaker	12.75

Plant and System Operation Occupations

Boiler Tender	22.94
Sewage Plant Operator	21.31
Stationary Engineer	22.94
Ventilation Equipment Tender	18.64
Water Treatment Plant Operator	21.31

Protective Service Occupations

Alarm Monitor	15.61
Corrections Officer	17.17
Court Security Officer	17.93
Detention Officer	17.93
Firefighter	16.49
Guard I	9.77
Guard II	15.62
Police Officer	20.32

Stevedoring/Longshoremen Occupations

Blocker and Bracer	19.29
Hatch Tender	19.29
Line Handler	19.29
Stevedore I	18.66
Stevedore II	19.94

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.36
Air Traffic Control Specialist, Station (2)	19.56
Air Traffic Control Specialist, Terminal (2)	21.54
Archeological Technician I	18.57
Archeological Technician II	20.77
Archeological Technician III	25.74
Cartographic Technician	25.74
Civil Engineering Technician	25.74
Computer Based Training (CBT) Specialist/ Instructor	24.73
Drafter I	12.06
Drafter II	14.87
Drafter III	18.68
Drafter IV	25.74
Engineering Technician I	11.95
Engineering Technician II	16.99
Engineering Technician III	21.57
Engineering Technician IV	25.74
Engineering Technician V	29.76
Engineering Technician VI	31.83
Environmental Technician	20.68
Flight Simulator/Instructor (Pilot)	28.10
Graphic Artist	24.73
Instructor	24.73
Laboratory Technician	18.33
Mathematical Technician	25.74
Paralegal/Legal Assistant I	17.05
Paralegal/Legal Assistant II	18.92
Paralegal/Legal Assistant III	23.15
Paralegal/Legal Assistant IV	27.95
Photooptics Technician	23.44
Technical Writer	23.54
Unexploded (UXO) Safety Escort	18.03
Unexploded (UXO) Sweep Personnel	18.03
Unexploded Ordnance (UXO) Technician I	18.03
Unexploded Ordnance (UXO) Technician II	21.81
Unexploded Ordnance (UXO) Technician III	26.14
Weather Observer, Combined Upper Air and Surface Programs (3)	15.94
Weather Observer, Senior (3)	17.72
Weather Observer, Upper Air (3)	15.94

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.79
Parking and Lot Attendant	10.36
Shuttle Bus Driver	14.28
Taxi Driver	12.42
Truckdriver, Heavy Truck	21.21
Truckdriver, Light Truck	11.63
Truckdriver, Medium Truck	18.16
Truckdriver, Tractor-Trailer	21.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: ~~\$2.02~~ ^{\$2.15} an hour or ~~\$80.80~~ ^{\$86.00} a week or ~~\$350.13~~ ^{\$372.67} a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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